

ROGER I. ABRAMS

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Present Occupation: Law Professor

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1851 Lyons Road
Apt. 206
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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
American Bar Association
American Law Institute

American Bar Foundation
American Arbitration Association

EDUCATION:

J.D. Law Harvard Law School, 1970
B.A. Govt. Cornell University, 1967

CERTIFICATIONS:

Law Massachusetts 1970

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1975- Present: Arbitrator. Appointed to resolve over 1500 disputes (see listing of industries and issues below) for FMCS, AAA, permanent panels, and direct appointments. 1974-Present. Professor of Law. Taught labor relations, labor arbitration and collective bargaining, among other subjects, at Case Western University, Nova Southeastern University, Rutgers University, Harvard Law School and Northeastern University. 1971-1974: Associate. Foley Hoag & Eliot in Boston, MA.

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INDUSTRIES:

Aerospace; airlines; advertising; agriculture; aluminum; automotive; bakery; banking; beverage; building products; brewery; broadcasting; canning; cement; chemicals; clothing; coal; communications; construction; dairy; distillery; education; electrical equipmt/appliances; electronics; entertainment/arts; feed & fertilizer; food (manu./proc./service); foundry; furniture; glass/pottery; grain mill; health care; hotels/motels/casinos/resort; hospital/nursing home; iron; lumber; machinery; maritime; meat packing; metal fabrication; mining; nuclear energy; office workers/clerical; organizations; packaging; paint and varnish; petroleum/petrochemicals; pharmaceuticals; plastics; plumbing; police and fire; printing and publishing; pulp and paper; railroads; real estate; refrigeration; restaurants; retail stores; rubber/tire; shipbuilding/dry-dock; sports; steel; stone/quarry; textile; tobacco; transportation; trucking and storage; upholstery; utilities; warehousing; public sector (federal, state and local).

ISSUES:

Affirmative action; absenteeism; arbitrability; bargaining unit work; conduct (off-duty/personal); demotion; discipline (non-discharge); discipline (discharge); discrimination (age, disability, race, sex, religion, and national origin); fringe benefits (bonus, holidays, insurance, leave, vacation); grievance mediation; health/hospitalization; hiring practices; job performance; job posting/bidding; jurisdictional dispute; layoffs/bumping/recall; management rights; official time; past practices; pension and welfare plans; promotion; retirement; safety/health conditions; seniority; sexual harassment; strikes, lockouts, work

stoppages, slowdown; subcontracting/contracting out; tenure/reappointment; union security; wages (cost-of-living pay, holiday pay, incentive pay, job classifications & rates, merit pay; overtime pay, severance pay, vacation pay); work hours/schedules/assignments; working conditions/work orders; violence or threats; baseball salary arbitration.

PERMANENT PANELS:

Internal Revenue Service/NTEU

Customs Service/NTEU

AT&T/CWA

FAA/NATCO

Social Security Administration/AFGE

Walt Disney World/Actors' Equity

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University of Florida System¶ Univ

ARBITRATION ROSTERS

National Mediation Board

Federal Mediation and Conciliation Service

American Arbitration Association

PUBLISHED CASES:

119 LA 425; 118 LA 163; 118 LA 1451; 118 LA 1371; 118 LA 123; LA 367; 116 LA 1692; 166 LA 993; 116 LA 550; 116 LA 328; 115 LA 1037; 115 LA 537; 115 LA 85; 114 LA 1679; 114 LA 1179; 114 LA 961; 113 LA 523; 114 LA 129; 114 LA 1192; 111 LA 1101; 109 LA 1000; 107 LA 1102; 104 LA 609; 103 LA 505; 102 LA 964; 102 LA 97; 101 LA 78; 100 LA 694; 100 LA 167; 99 LA 489; 99 LA 349; 99 LA 41; 97 LA 1026; 97 LA 866; 96 LA 1137; 95 LA 829; 95 LA 563; et al.

SIGNIFICANT PUBLICATIONS (with Arbitrator Dennis Nolan)

Toward a Theory of Just Cause in Employee Discipline Cases, 1985 Duke Law Journal 594; *Seniority Rights Under the Collective Agreement*, 2 Labor Lawyer 99 (1986); *Time at a Premium: The Arbitration of Overtime and Premium Pay Disputes*, 45 Ohio State Law Journal 837 (1984).

FEES:

PER DIEM FEE: \$2,000 **CANCELLATION FEE:** (See below)

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Grievance Arbitration: The fee is \$2,000 per day for hearing and for research and preparation of the opinion and award (study time). A hearing day is any portion of a day up to six hours. Time for research and preparation is prorated.

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Cancellation Policy: If the scheduled hearing is postponed or cancelled with notice of less than four calendar weeks (28 days), the per diem for each day of the scheduled hearing shall be charged.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$4,000 per day (for up to 8 hours). Time for research and preparation is prorated at \$350/ hour.

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Travel Time: Arbitrator charges per diem fee for any portion of a travel day up to eight hours.

Expenses: Arbitrator charges actual cost of reasonable expenses, including (when applicable) airfare, car rental, taxis, hotel, and meals. Automobile mileage is charged at \$.50/mile. Arbitrator charges actual expenses for copying, phone, and clerical assistance.

Detailed fee schedule forwarded to parties upon selection.